

BLISS #234
DIFFERENTIAL PAY PLAN
2013-14

With the new budget from the State this year there is a line item to be used for differential pay and professional development. By statute we must develop a plan with input from the staff to distribute the allocation. The following plan was developed and approved by the Bliss School Board. The allocation will be divided as follows:

- 17% Will be an incentive divided evenly across the staff, both certificated and classified, proportionally according to their FTE status, when the district is rated as a 3 star or better system according to the State formula. If that status is not achieved this portion of the differential pay plan will be added to the 72% for student growth and achievement plans.
- 11% Will be an incentive to certified staff members for completion of **“approved”** professional development credits. Credits must be recognized by accredited institutions. **Credit verification must be submitted in the district office on or before the last day of school.** All credits earned by staff members during the school year (September thru August) will be totaled and divided into the distribution for this portion of differential pay to determine the value of each credit. The value of each credit will be multiplied by the number of credits each staff member earned to determine the amount of each stipend.
- 72% Will be an incentive for plans drawn by the secondary and elementary staffs that are directly tied to student growth and achievement. Certified staff will have equal **“opportunity”** for earnings but will not necessarily receive equal amounts of this distribution. Individual shares will be earned for meeting the measurable outcomes; the number of shares will be determined and divided into the distribution for this portion of differential pay to determine the value of each share. The value of each share will be multiplied by the number of shares each staff member earned to determine the amount of each stipend.

Elementary Plan:**IXL-MATH**

50% of students will achieve 80% of the assigned strands	2 shares
(below 50% achieving 80% of the assigned strands)	1 share

Accelerated Reading

70% of class has to get at least 80% comprehension	2 shares
50%-69% has to get at least 80% comprehension	1 share

Secondary Plan:

20% Writing EOCs	Each teacher earns one share for every EOC written per trimester
50% Student growth and achievement on EOCs	Each teacher will earn one share if: at least 70% of the students demonstrate growth on the pre to post EOC OR score at least a 70% on the post EOC
30% Student Support	One share shall be earned for each hour beyond the required 32 for “extra” student services

Note: Certified staff members who are not specifically assigned students (Counselor, Special Education, etc.) will receive proportional incentives with other staff members as they are part of the overall success of the students.